



Gender Pay Gap Reporting: What are employers doing now?

As the Gender Pay Gap (“GPG”) reporting threshold will drop to business’ with 50 or more employees, a significant number of employers will soon be required to report for the first time. These new entrants to mandatory reporting, alongside employers who have been in scope for some time, can expect an increased scrutiny of the GPG reporting regime and the measures they will seek to put in place to address any gaps that arise.

What should first time reporting employers consider doing now?

The key actions to consider now include:

- a **trial run** to identify the relevant quartiles, gather and analyse payroll data and consider what type of narrative information might be provided;
- reviewing and enhancing existing **policies / procedures** regarding recruitment, promotion and remuneration structures;
- identifying the **key stakeholders** who need to be involved in identifying and addressing the GPG; and
- taking timely **legal advice** to interpret the relevant regulations, address any concerns around potential discrimination and ensure compliance with data protection principles.

How can Matheson assist?

Whether you are reporting this year or next year for the first time, it is important to take into account the changes in regulations and the trends emerging after nearly three years of reporting. The Matheson team has extensive experience in assisting employers with:

- interpreting the relevant regulations and accompany guidance notes to correctly identify in scope pay elements and ensure compliance with the GPG reporting requirements
- reviewing and amending draft GPG reports / processes to ensure full legal compliance, including but not limited to strategic input in relation to the requisite explanatory narrative;
- understanding sectoral trends and assisting with assessment of proposals to address common GPG issues in certain sectors; and
- future-proofing HR strategy in the context of the GPG reporting regime and the general trend of increased reporting measures impacting employers.

We are delighted to provide employers with further information about our offering on request.



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